

Message Text

CONFIDENTIAL

PAGE 01 PARIS 10468 01 OF 02 292125Z
ACTION IO-14

INFO OCT-01 ISO-00 ONY-00 /015 W
-----028456 292132Z /62
P 292031Z MAR 78
FM AMEMBASSY PARIS
TO SECSTATE WASHDC PRIORITY 9270

C O N F I D E N T I A L SECTION 01 OF 02 PARIS 10468

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NESCO

FOR IO - GEORGE DALLEY, DEPUTY ASSISTANT SECRETARY

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E.O. 11652: GDS
TAGS: AORG, UNESCO
SUBJECT: UNESCO: PROPOSED RECRUITMENT TACTICS

1. PERMDEL PROPOSES FOR DEPARTMENT'S CONSIDERATION
THAT THE FOLLOWING TACTICS BE USED IN OUR EFFORT TO
INCREASE THE NUMBER OF AMERICANS IN THE UNESCO
SECRETARIAT:

(A) FROM TIME TO TIME, WE WILL GIVE THE DIRECTOR-
GENERAL A LETTER CONTAINING A SHORT LIST OF THE MOST
HIGHLY QUALIFIED AMERICANS WHOM WE HAVE PRESENTED AS
CANDIDATES FOR UNESCO POSITIONS. THE LETTER WOULD
INVITE HIM TO GIVE THESE APPLICANTS HIS PERSONAL
ATTENTION. (EVEN IF THIS RESULTS IN NO MORE THAN HIS
HAVING A SENIOR AIDE TAKE A LOOK AT THE APPLICATIONS,
IT WOULD PREVENT THEM FROM BEING SHUNTED ASIDE BY
UNFRIENDLY OFFICIALS FURTHER DOWN THE LINE.)
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(B) WE SHOULD SHORT-LIST ONLY CANDIDATES FOR
PARIS POSTS. PARIS IS WHERE THE POWER IS.

(C) WE SHOULD SHORT-LIST ONLY CANDIDATES FOR
P-4 POSTS AND HIGHER. P-3 AND LOWER ARE NOT
LIKELY TO HAVE THE KIND OF POWER WE WANT.

(D) EXCEPT FOR ILO AMERICANS, WHO MAY BE CONSIDERED TO HAVE A SPECIAL CLAIM ON OUR SUPPORT, THE SHORT-LIST SHOULD CONTAIN ONLY THE NAMES OF AMERICANS NOT ALREADY EMPLOYED BY UNESCO. PROMOTION OF AMERICANS IN THE SECRETARIAT SHOULD BE DEALT WITH SEPARATELY. TRANSFER OF AMERICANS FROM OTHER UN AGENCIES, ALTHOUGH INCREASING UNESCO'S TOTAL, WOULD NOT INCREASE OUR UN TOTAL.

(E) SHORT-LIST CANDIDATES MUST BE THOSE WITH THE BEST QUALIFICATIONS FOR THE POSITIONS IN QUESTION. THIS MEANS WE WILL HAVE TO TAKE THE RISK OF OFFENDING CANDIDATES WHO ARE STRONG IN POLITICAL BACKING BUT WEAK IN QUALIFICATIONS. (WE SHOULD ASSUME THAT THE LISTS MAY LEAK.) THE JUSTIFICATION FOR THIS RISK IS THAT WE WILL KEEP OUR RECORD WITH THE DIRECTOR-GENERAL CLEAN. WHEREAS WE ARE OBLIGATED TO DULY TRANSMIT ROUTINE STATEMENTS OF SUPPORT FOR MOST AMERICAN CANDIDATES, WE

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ACTION IO-14

INFO OCT-01 ISO-00 ONY-00 /015 W
-----028540 292133Z /65

P 292031Z MAR 78
FM AMEMBASSY PARIS
TO SECSTATE WASHDC PRIORITY 9271

C O N F I D E N T I A L SECTION 02 OF 02 PARIS 10468

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WOULD ONLY PUSH HARD ON THOSE WHOM WE CONSIDER TO HAVE THE TOP QUALIFICATIONS. THIS WOULD GIVE THE DG A CLEAR SIGNAL RE THOSE WHOM WE REALLY SUPPORT.

2. THERE ARE DISTURBING SIGNS THAT M'BOW MAY BE MOVING TO FILL THE U.S. QUOTA WITH LOW-LEVEL PROFESSIONAL APPOINTMENTS IN PARIS, WHILE RELEGATING THE HIGH-LEVEL AMERICAN APPOINTEES TO THE PERIPHERY--WASHINGTON,

NEW YORK, AND GENEVA. BY GOING IN STRONG FOR HIGH-
LEVEL POSITIONS IN PARIS WE CAN SEND HIM
ANOTHER CLEAR SIGNAL REGARDING EXACTLY WHAT IT IS
WE WANT IN THE WAY OF POSTS. IF WE DO NOT DO THIS, THE
DG WILL HAVE EVERY REASON TO PROCEED APPOINTING
AMERICANS TO P-1 AND P-2 POSITIONS HERE, WHILE
FILLING UP OUR HIGH-LEVEL QUOTA IN POSTS REMOVED FROM
THE CENTER OF POWER.

3. IF DEPARTMENT AGREES WITH THIS PROCEDURE, WE WILL
PREPARE A PROPOSED SHORT-LIST FOR DEPARTMENT'S CONCUR-
RENCE, IN ACCORDANCE WITH THE OPENINGS AND CANDIDATES
AS OF THE MOMENT.

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Message Attributes

Automatic Decaptioning: Z
Capture Date: 01 jan 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 29 mar 1978
Decaption Date: 20 Mar 2014
Decaption Note: 25 YEAR REVIEW
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1978PARIS10468
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: GS
Errors: N/A
Expiration:
Film Number: D780136-1042
Format: TEL
From: PARIS
Handling Restrictions:
Image Path:
ISecure: 1
Legacy Key: link1978/newtext/t19780313/aaaaakyr.tel
Line Count: 129
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: 52785ebb-c288-dd11-92da-001cc4696bcc
Office: ACTION IO
Original Classification: CONFIDENTIAL
Original Handling Restrictions: ONLY, STADIS
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators: n/a
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: ONLY, STADIS
Reference: n/a
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 18 may 2005
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 3169849
Secure: OPEN
Status: NATIVE
Subject: UNESCO: PROPOSED RECRUITMENT TACTICS
TAGS: AORG, UNESCO
To: STATE
Type: TE
vdkgvwkey: odb://SAS/SAS.dbo.SAS_Docs/52785ebb-c288-dd11-92da-001cc4696bcc
Review Markings:
Sheryl P. Walter
Declassified/Released
US Department of State
EO Systematic Review
20 Mar 2014
Markings: Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014